

Health Care Worker Vaccine Incentive Initiative: Response to RFA Questions

Background: Questions from potential applicants received by the specified submission deadline are written in bold text and the District's responses are provided in red. This is drafted regarding [this RFA](#).

- 1. The DHCF Transmittal of 9/29/21 indicated that "Any health care worker identified by the provider agency remains actively employed or was employed at the time the provider agency's vaccination incentive program went into Effect."**

- a) Please confirm in the FAQ whether part-time health care workers are included in this initiative.**

Part-time health care workers, those working less than 32 hours a week, are included in this initiative. The District reminds applicants that contractual or temporary staff are not countable for purposes of this initiative.

- b) Please confirm in the FAQ that this initiative applies to ALL health care workers who were incentivized to secure vaccinations and who were employed at the provider agency but are no longer employed with the agency.**

All eligible health care workers as defined in Section III of the RFA are countable under this grant. This includes vaccinated health care workers who were employed at the provider agency after December 1, 2020, even if they are no longer employed with the agency.

- 2. Are home health agencies mandated to pay bonuses to their direct care workers? Or only if they receive funding through the grant?**

Any grant funds received through this grant award must be spent on vaccine incentive initiatives to encourage eligible health care workers to get vaccinated against COVID-19. Choosing to apply for this RFA and to offer vaccine incentives are voluntary opportunities.

- 3. Are nurses included in the classification of a direct care worker? Or is this more towards home health aides and other similar roles?**

All eligible health care workers as defined in Section III of the RFA are countable under this grant. This includes nurses.

- 4. If a provider has multiple Medicaid IDs, do we have to submit multiple applications? If it's just one application, how do we incorporate the Medicaid ID to the title of the application**

Please use any one of the Medicaid IDs you have in the title of your application. You do not have to submit multiple applications. Please include the relevant Medicaid ID that you use for each direct care worker.

- 5. If a person received their vaccine and/or booster within the performance period (12/1/2020 and 9/30/2022) but were not employed with our organization until after 9/30/2022 are they still eligible to receive the bonus? For example, if we hired 10 new DSPs who started on October 24, 2022, who received their vaccines within the performance period, are they eligible for the bonus payment or is this funding limited to employees hired prior to 9/30/2022?**

Health care workers who started at your agency after September 30, 2022 are not countable for purposes of this initiative.

6. Since we were required to ensure all staff within our DC Programs were vaccinated and boosted, and many administrative staff have contact with our persons served in DC, are we allowed to include those HCBS DC programs' administrative staff in our grant application?

Only employed health care workers serving DC Medicaid clients through provision of Medicaid HCBS are countable for purposes of this initiative. Administrative staff are not countable for purposes this initiative.

7. In our budget, are we permitted to allot a percentage or amount from each bonus payment to cover the employer portion of payroll taxes?

The amount paid to the HCBS provider may reflect the amount of the total bonus plus the employer portion of the required payroll taxes. As a formula, (Bonus payment from DHCF = \$120 bonus to employee + required employer portion of payroll taxes). DHCF will add a standard calculated employer portion of payroll taxes to each grant award.

8. Are boosters required for health care workers to be eligible for this initiative?

No. While acknowledging that DC Health requirements may be more stringent, health care workers who have completed a base vaccination regimen (2 doses of mRNA or 1 dose of Janssen COVID-19 Vaccine) will be countable for purposes of this initiative.